

2011 OE#3 NEGOTIATIONS
CITY'S INITIAL LIST OF NEGOTIATION INTERESTS & ISSUES (Revised)

The City wishes to raise the following issues to the extent that they are mandatory subjects of bargaining.

TERM

- Term of agreement

PAY

- Wages
- Step and Merit Freeze Suspension
- Overtime Calculation
- Call Back Pay Reduction/Clarification
- Stand By Pay Reduction/Clarification

SALARY STEP STRUCTURE

- Discuss changing step structure and movement within steps

HEALTH INSURANCE

- Modifications to cost sharing formula
- Modifications to HMO Plan Design
- Elimination of dual coverage
- Modifications to Health-in-Lieu

EXECUTIVE LEAVE/PERSONAL LEAVE

- Proration when moving between bargaining units

SICK LEAVE

- Sick leave payout

DISABILITY LEAVE

- Changes to Disability Leave Supplement

CONTRACTING OUT

- Potential outsourcing

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ADMINISTRATIVE COSTS OF RETIREMENT PLAN

- Costs to fund for staff salaries and indirect labor costs

RETIREMENT

- Type of retirement benefit
- Pension formula for new employees
- Minimum retirement age for new employees
- Final average salary for new employees
- Cost Sharing of normal cost for new employees
- Cost of Living Adjustment (COLA) for new employees
- Minimum service requirements (vesting) for new employees
- Pension prior service costs/unfunded liability
- Retirement Service Credit for new employees
- Survivorship Benefits for new employees
- Disability Retirements
- Supplemental Retiree Benefit Reserve (SRBR)

RETIREE HEALTHCARE BENEFITS

- Retiree medical benefits for new hires
- Retiree dental benefits for new hires
- Medicare Part A and B enrollment
- Elimination of dual coverage

HOLIDAY CLOSURE

- "CLO" payroll code modifications

RELEASE TIME

- Clarification of use of Union release time

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ARBITRATION

- Costs of requesting list of arbitrators

SAFETY

- Change/modify language in Safety section

SUBSTANCE ABUSE PROGRAM – EXHIBIT II

- Language changes and incorporation into the City Policy Manual

HOUSEKEEPING

- Updating dates
- Revise outdated language/items
- Revise typographical errors